



Chief's Update
March 30, 2015

Dear Tempe Police Employees,

For the past few months, 15 police officers have been hard at work studying for what most would agree is the most challenging promotional process which exists in law enforcement – that being for the rank of sergeant. A five part process which tests a candidate's knowledge and aptitude in a variety of topic areas, and in a myriad of settings, is one that requires a large commitment of time, patience, and above all else perseverance.

The rank of sergeant is the most critical rank in any police organization. As a first line supervisor, a sergeant must have the knowledge, ability and above all else, the confidence to make split second - and often times life altering – decisions. On any given call - and in any situation - they must be able to serve as a leader, a coach, a risk manager, a communicator and above all else, a problem solver. A complex position, it demands that its practitioners are of the highest caliber and the utmost character.

After an extensive process involving hundreds of hours of preparation, planning, and execution I am pleased to announce the permanent promotions of three Tempe Police employees to the rank of sergeant – **Sgt. John Giltinan, Sgt. Joe Rouget, and Sgt. Rashidi Johnson**. Please join me in congratulating each of them on a job well done!

Additionally, I would like to thank each and every Tempe Police employee who contributed a great deal of time and effort into developing, revising, and executing a well thought out and balanced process. Further, I would be remiss if I didn't specifically recognize the efforts of Lt. Scott Smith, Sgt. Kurt Mayer, Sgt. Rich Monteton, Sgt. John Thompson, and Administrative Assistant Rose Downing for not only their hard work, but for their "can-do" attitude and for going the "extra mile" to ensure the entire process was a success. And finally, I would like to thank our partner agencies including Phoenix PD, Scottsdale PD, Mesa PD, Arizona DPS, and the Downtown Tempe Authority for providing external evaluators for each portion of the process.

In closing, it is my hope to promote several more candidates from the eligibility list as it is truly one of the most rewarding job responsibilities for a chief of police.

Stay Safe,

Tom Ryff
Chief of Police